

**Fort Detrick**  
**Army Family Action Plan (AFAP)**  
**Conference Report Out**

25-29 April 2005

43 Delegates - 5 Workgroups

Number of Issues -86

Advanced to MACOM – 6

Advanced to HQDA – 2

Senior Officer: COL John E. Ball



# Army Family Action Plan Conference

Group 1  
Youth Group

Spokesperson:  
Aerial Kinney  
Elijah Simmons

# Fort Detrick 2005 AFAP Conference Issue #1

## **ISSUE: MWR Facility Availability for Middle School and Teen Youth**

**SCOPE:** The MWR facilities are not available for middle school and teen youth to use on a regular basis (i.e., bowling center, CAC and fitness center). Not having MWR facilities available, youth have less weekend recreational activities for affordable prices. As a result, middle school and teen youth are forced to pay a higher price for the same activities off post.

### **RECOMMENDATION:**

- 1. Set aside a minimum of one weekend night a month that the middle school and teen youth could use the facilities for a nominal fee.**

Group 1 - Youth

## **Fort Detrick 2005 AFAP Conference Issue #2**

### **ISSUE: Outdoor Recreational Area for Middle School and Teen Youth**

**SCOPE:** Middle school and teen youth do not have a designated recreation area to use that is separate from SAS children or parked cars. Youth are not allowed to play on outdoor playground while SAS is utilizing it. Without an outdoor recreation area, youth are forced to stay inside or play elsewhere.

#### **RECOMMENDATIONS:**

- 1. Provide a designated outdoor recreational space for middle school and teen youth.**
- 2. Construct an age appropriate playground area to include a tire swing, firefighter's pole, big rope climb, swings, big slides, and a basketball court.**

Group 1 - Youth

# **Fort Detrick 2005 AFAP Conference Issue #3**

## **ISSUE: Sidewalk Between Youth Services Buildings**

**SCOPE:** There is no safe walkway between the main building and the teen center for middle school and teen youth to use. Youth have to walk through the mud or down by the road to get to the other building. Youth often walk through the SAS building to avoid the mud or traffic, creating a disruption in the SAS program.

### **RECOMMENDATION:**

- 1. Complete existing sidewalk from teen center to the Youth Services building.**

Group 1 - Youth



## **Fort Detrick 2005 AFAP Conference Issue #4**

### **ISSUE: Youth Services Décor and Interior**

**SCOPE:** Both Youth Services and teen center decorations and paint are old, ugly and in need of repair. The style of the Youth Services facilities does not reflect the views of the teens and is not appealing to current youth. By updating the teen center, more youth will be drawn to the center.

### **RECOMMENDATIONS:**

- 1. Repaint facilities with input from youth.**
- 2. Update decorations.**
- 3. Replace old furniture.**

Group 1 - Youth

# **Fort Detrick 2005AFAP Conference Issue #5**

## **ISSUE: Transportation Cost of Youth Services Trips**

**SCOPE: Transportation is too expensive for Youth Services trips. Youth cannot afford the transportation cost plus the cost of the trip. Youth trips have a lower participation rate because of expensive transportation.**

### **RECOMMENDATIONS:**

- 1. Lower the rate for transportation for Youth Services trips.**
- 2. Offset transportation fees of youth trips with fundraising money.**
- 3. Provide a multiple family member discount for transportation fees.**

Group 1 - Youth

## **Fort Detrick 2005 AFAP Conference Issue #6**

### **ISSUE: Youth Services Transportation for Family Trips**

**SCOPE: Youth Services transportation costs for family trips are too expensive. Families who cannot afford the additional costs are not able to go. High transportation costs lower participation in Youth Services trips.**

#### **RECOMMENDATIONS:**

- 1. Lower rate for transportation for Youth Services family trips.**
- 2. Offset the transportation cost of family trips with fundraising money.**
- 3. Provide multiple family member discounts for transportation fees.**

Group 1 - Youth



# Group 1

## Five Most Valuable Services:

1. AAFES
2. Housing
3. Youth Services
4. Commissary
5. MWR Facilities

# **Army Family Action Plan Conference**

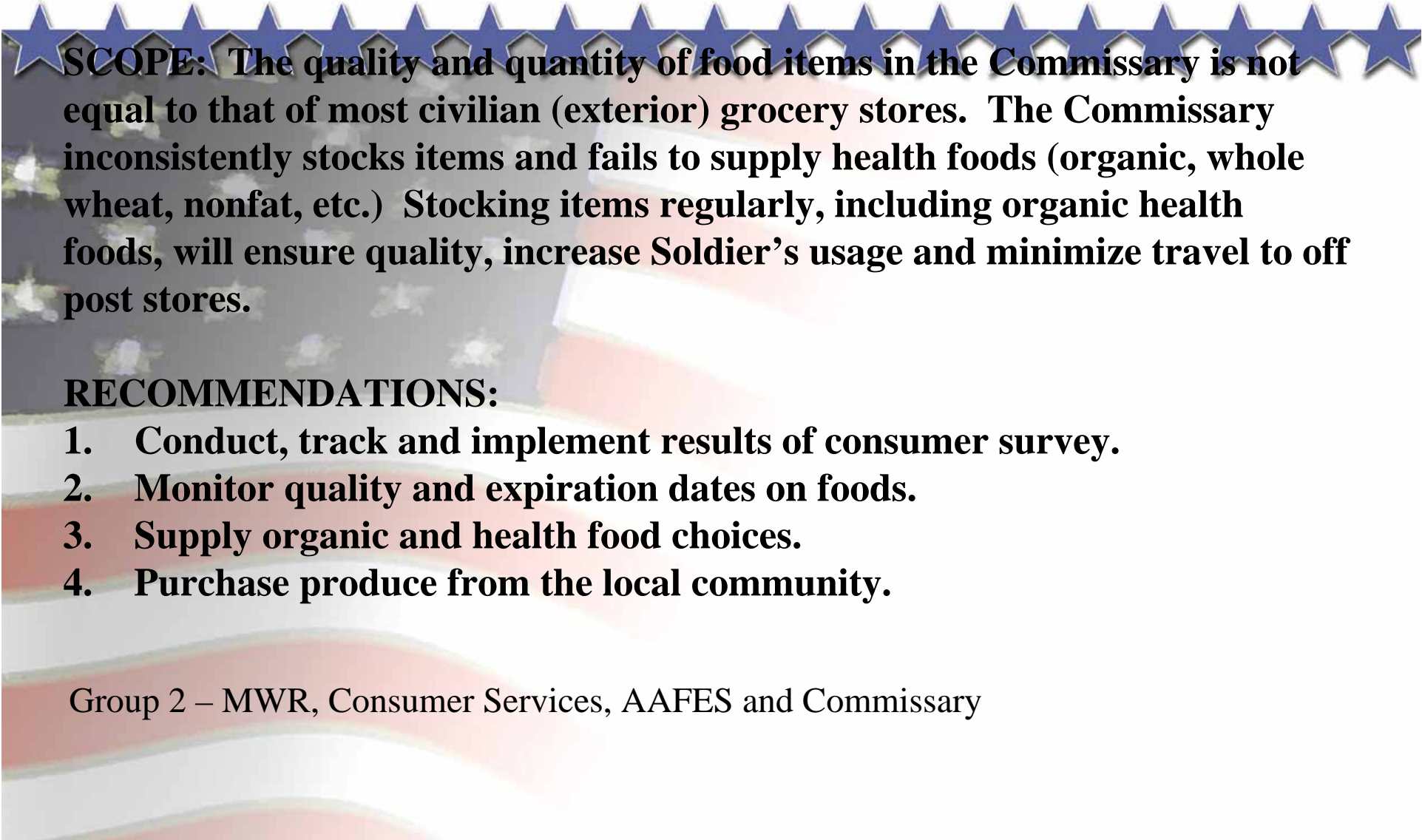
Group 2

MWR Consumer Services, AAFES and  
Commissary

Spokesperson:  
Joshua Warren

# **Fort Detrick 2005 AFAP Conference Issue #1**

## **ISSUE: Commissary Quality, Quantity and Variety of Inventory**



**SCOPE:** The quality and quantity of food items in the Commissary is not equal to that of most civilian (exterior) grocery stores. The Commissary inconsistently stocks items and fails to supply health foods (organic, whole wheat, nonfat, etc.) Stocking items regularly, including organic health foods, will ensure quality, increase Soldier's usage and minimize travel to off post stores.

### **RECOMMENDATIONS:**

- 1. Conduct, track and implement results of consumer survey.**
- 2. Monitor quality and expiration dates on foods.**
- 3. Supply organic and health food choices.**
- 4. Purchase produce from the local community.**

Group 2 – MWR, Consumer Services, AAFES and Commissary

## **Fort Detrick 2005 AFAP Conference Issue #2**

### **ISSUE: Childcare Fees**

**SCOPE:** The inclusion of Basic Allowance Subsistence/Basic Allowance Housing (BAS/BAH) in determining Total Family Income (TFI) forces parents to pay inflated TFI-based childcare fees. Families, especially those with more than one child, single parents and dual military families are adversely affected. Childcare would be more affordable if BAS/BAH is not included in the calculation.

### **RECOMMENDATION:**

- 1. Delete BAS/BAH from computation in determining TFI and supplement Child Development Center budget as necessary.**

Group 2 – MWR, Consumer Services, AAFES and Commissary

## **Fort Detrick 2005 AFAP Conference Issue #3**

### **ISSUE: Childcare for Shift Workers.**

**SCOPE: Childcare is not available for shift workers. The Child Development Center (CDC) is not open between 1800 and 0600 hours. This creates the burden of seeking alternative care, paying higher rates and possible disciplinary action for the Soldier. Establishing alternative options for childcare will positively impact the shift workers by improving individual and unit morale and productivity.**

### **RECOMMENDATIONS:**

- 1. Require the units to coordinate and apply CDC's spot sharing program through their Family Readiness Group.**
- 2. Recruit Family child Care providers to provide care for shift workers and supply a referral list to shift workers.**
- 3. Establish a childcare home, staffed by DoD personnel, in the Fort Detrick housing area for shift workers.**

Group 2 – MWR, Consumer Services, AAFES and Commissary



# **Fort Detrick 2005 AFAP Conference Issue #4**

## **ISSUE: Commissary Hours of Operation**

**SCOPE:** The current operating hours are inconvenient for the Fort Detrick community. Some customers are unable to utilize the Commissary due to their working hours. Changing the days of operation and extending the hours would increase the usage by soldiers and increase sales for the Commissary.


## **RECOMMENDATIONS:**

- 1. Change days of operation (i.e. Tuesday – Sunday.)**
- 2. Extend current evening hours by one hour.**

Group 2 – MWR, Consumer Services, AAFES and Commissary

# **Fort Detrick 2005 AFAP Conference Issue #5**

## **ISSUE: Childcare Center Customer Service**



**SCOPE:** The childcare center staff has been reported as lacking in professionalism. Personal information is given to third parties, incident reports are not prepared and dispersed in a timely manner and children's supplies (i.e. diapers) are often interchanged. Incorporating new policies and procedures would give Soldiers more comfort and confidence in the center.

## **RECOMMENDATIONS:**

- 1. Instruct staff to speak only with the parent or authorized contact when they need to call with an issue or problem.**
- 2. Require staff to write incident reports and share with parents.**

# **Fort Detrick 2005 AFAP Conference Issue #6**

## **ISSUE: PX Hours of Operation**



**SCOPE:** Current operating hours are inconvenient for Fort Detrick community. Some workers (i.e. shift workers) are not able to utilize the PX due to their working hours. Changing the hours would be more convenient to customers.

### **RECOMMENDATIONS:**

- 1. Stay open later.**
- 2. Extend hours of operation (i.e. by two hours later) during daylight savings time.**
- 3. Open Shoppette 24 hours.**

Group 2 – MWR, Consumer Services, AAFES and Commissary

## Group 2

### Five Most Valuable Services:

- 
1. ACS
  2. Childcare (CDC/SAS/YS)
  3. MWR
  4. Medical/Dental
  5. AFAP

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# **Army Family Action Plan Conference**

**Group 3**

**Education, Medical, Dental, TRICARE  
and Housing**

**Spokesperson:  
Jasper Harris**



# **Fort Detrick 2005 AFAP Conference Issue #1**

## **ISSUE: Meal Preparation in Barracks**

**SCOPE:** Soldiers in the barracks are limited to the approved appliances: microwave ovens, toasters, crock pots and coffee makers with automatic shut-off (FD re. 210-50, pg. 8 para 4-7d.) Only one stove is available for entire barracks complex which houses 189 Soldiers. Current building codes do not allow proper ventilation for cooking in rooms. Restrictions limit choice of diet resulting in poor health and nutrition.

## **RECOMMENDATIONS:**

- 1. Build industrial kitchen for each barracks complex.**
- 2. Upgrade current barracks to include exhaust hood and stove in individual rooms.**
- 3. Change Standard Plans Program to include additional funding for renovations to old and new barracks.**

## **Fort Detrick 2005 AFAP Conference Issue #2**

### **ISSUE: Standard Issue Furniture in Barracks**

**SCOPE:** Soldiers are not given the option of what furniture they would prefer in their rooms. Rooms are pre-furnished with items that some may not currently need or want. Money is spent on replacing and repairing furniture over time. Being able to individualize living space increases the morale of Soldiers and saves the Army money.

### **RECOMMENDATIONS:**

- 1. Revise AR 210-50 to include a provision to individualize barracks rooms.**
- 2. Allow barracks Soldiers to purchase and keep approved furniture throughout Army career.**
- 3. Allot soldiers a one-time Moving In Housing Allowance (MIHA) to purchase basic barracks furniture.**

Group 3 – Education, Medical, Dental, TRICARE and Housing

## **Fort Detrick 2005 AFAP Conference Issue #3**

### **ISSUE: Wellness Classes Expediting Patient Care**

**SCOPE:** Soldiers and families are unaware of scheduled wellness classes that enable them to obtain over the counter medication without a doctor's visit. Soldiers come to sick call or families arrange an appointment for minor illnesses. Appointment times could be better utilized by someone with a severe illness or injury. When soldiers and families can expedite their own Medical needs, quality of care and life improves.

### **RECOMMENDATIONS:**

- 1. Advertise scheduled wellness classes on website.**
- 2. Mandate Soldiers attend wellness class as part of in processing.**
- 3. Increase frequency of classes from once a month to twice a month.**

Group 3 – Education, Medical, Dental, TRICARE and Housing

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## **Fort Detrick 2005 AFAP Conference Issue #4**

**ISSUE: Pediatric Care at Barquist Medical Center**

**SCOPE: Barquist is staffed with two Family Practitioners and one visiting Pediatrician scheduled once a month. A large population exists in the Fort Detrick community who require pediatric care. Soldiers are forced to take their children off post for medical treatment which may result in lost time from work, loss of medical record information and lack of continuity of providers.**

**RECOMMENDATION:**

**1. Staff permanent Pediatricians and more Family Practitioners.**

Group 3 – Education, Medical, Dental, TRICARE and Housing

## **Fort Detrick 2005 AFAP Conference Issue #5**

### **ISSUE: Transportation Weight Allowance**

**SCOPE: Transportation weight allowance is based on rank and family memberstatus. Officers and civilians are allowed more poundage than Enlisted Soldiers. The amount apportioned for enlisted personnel is Inadequate which may cause out of pocket expenses for excess weight. Increases weight allowance will relieve the enlisted Soldier of financial burdens during a permanent change of station move.**

### **RECOMMENDATION:**

- 1. Establish flat weight allowance for Department of the Army personnel.**

Group 3 – Education, Medical, Dental, TRICARE and Housing



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## **Fort Detrick 2005 AFAP Conference Issue #6**

### **ISSUE: Soundproofing in the Barracks**

**SCOPE: Sound is transmitted very easily through the walls in the barracks rooms. Due to various work schedules, Soldiers have different times of sleep and activity. The lack of soundproofing makes it difficult for Soldiers to sleep and maintain an acceptable level of privacy.**

### **RECOMMENDATIONS:**

- 1. Increase the level of required soundproofing in the barracks.**
- 2. Provide additional funding for the provision of soundproofing barracks.**

Group 3 – Education, Medical, Dental, TRICARE and Housing

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## **Group 3**

### **Five Most Valuable Services:**

1. Medical/Dental Care
2. Commissary
3. Education Center
4. Post Exchange
5. ACS

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# **Army Family Action Plan Conference**

**Group 4**

**Force Support, Safety, Installation Services and  
Civilian Personnel**

**Spokesperson:  
Brandy Ritch**

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# **Fort Detrick 2005 AFAP Conference Issue #1**

## **ISSUE: Dual Military Separation**

**SCOPE: Separation from spouse causes hardship to servicemembers. Paying rent and utilities for two households causes financial difficulties. This lowers retention efforts. It makes it difficult to achieve a military career when you are dual military.**

## **RECOMMENDATION:**

- 1. Require DA to adhere to guidance prescribed in the Army Married Couples Program and Joint Domicile.**

**Group 4 – Force Support, Safety, Installation Services and Civilian Personnel**

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## **Fort Detrick 2005 AFAP Conference Issue #2**

### **ISSUE: Body Fat Measurement**

**SCOPE:** The current system to assess body fat is outdated. The tape system is not an accurate measurement of body fat. Some Soldiers who are only a few pounds over their weight requirement fail the tape test. Making weight is crucial for a Soldier's career, and many Soldiers do not reenlist because they cannot pass the tape test.

### **RECOMMENDATION:**

- 1. Create and implement new scientific methods to assess body fat.**

Group 4 – Force Support, Safety, Installation Services and Civilian Personnel



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## **Fort Detrick 2005 AFAP Conference Issue #3**

### **ISSUE: Mailroom Hours**

**SCOPE:** Hours do not accommodate SITE R workers. The duty day ends at 1630 and the shuttle bus leaves at 1640, causing the servicemember to arrive at Fort Detrick after mailroom business hours. Incoming packages are held at the mailroom for three days. As a consequence, if not picked up in that time frame, they are returned to the sender.

### **RECOMMENDATION:**

- 1. Extend hours of mailroom to 1800.**

Group 4 – Force Support, Safety, Installation Services and Civilian Personnel

## **Fort Detrick 2005 AFAP Conference Issue #4**

### **ISSUE: Training**

**SCOPE:** Soldiers are working in non-primary MOS (Military Occupational Specialty) without proper training. Soldiers are placed in jobs that may require specific safety skills that may cause a hazard especially in the motor pool. Job training should conform to the job placement. This negatively affects DoD personnel, mission, morale and safety.

### **RECOMMENDATIONS:**

- 1. Train DoD personnel in job specific standards within the first quarter of placement.**
- 2. Re-implement the Skill Qualification Test (SQT)**
- 3. Provide Proficiency Training for mission accomplishment other than primary job training.**

Group 4 – Force Support, Safety, Installation Services and Civilian Personnel



## **Fort Detrick 2005 AFAP Conference Issue #5**

### **ISSUE: Hours of Operation for Entry Gates**

**SCOPE:** The post currently has one gate open 24 hours a day. Traffic must enter this gate, causing a traffic jam from 0545 – 0600. All other gates open after servicemembers are required to be in formation. As a result, late servicemembers could receive UCMJ actions.

### **RECOMMENDATIONS:**

- 1. Implement an additional 24 hour gate.**
- 2. Open gates at 0530.**

Group 4 – Force Support, Safety, Installation Services and Civilian Personnel

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## **Fort Detrick 2005 AFAP Conference Issue #6**

### **ISSUE: Speed Enforcement**

**SCOPE: Cars are not adhering to the speed limit. They are traveling too fast, especially during PT hours. This poses a threat to the safety of military personnel and civilians who are doing PT.**

### **RECOMMENDATIONS:**

- 1. Provide extra police officers during PT hours.**
- 2. Install speed bumps on Porter Street, Ditto Avenue and in housing areas.**
- 3. Clearly post speed limit signs.**

**Group 4 – Force Support, Safety, Installation Services and Civilian Personnel**

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## **Group 4**

### **Five Most Valuable Services:**

1. ACS

2. AER

3. CYS

4. AFAP

5. AFTB

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# **Army Family Action Plan Conference**

**Group 5**

**Entitlements, Fitness Center and Military  
Personnel Division**

**Spokesperson:  
Jennifer Buezo**



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# **Fort Detrick 2005 AFAP Conference Issue #1**

## **ISSUE: Formula Used to Calculate BAH**

**SCOPE:** The current BAH formula uses anchor points that measure average civilian families instead of actual military households. Anchor points are used to determine, based on rank, the type of dwelling in which a Soldier and their family may reside. Changing the anchor points in the BAH formula to reflect the actual military household will produce an accurate BAH rate and eliminate financial burden on military families.

## **RECOMMENDATION:**

- 1. Change the current anchor points in the BAH formula to reflect actual military households.**

Group 5 – Entitlements, Fitness Center and Military Personnel Division

## **Fort Detrick 2005 AFAP Conference Issue #2**

### **ISSUE: Military Eligibility for Civilian Aid Programs**

**SCOPE:** Federal and local agencies are not aware that military allowances are non-taxable income. BAH, COLA and BAS, non-taxable incomes, are being considered taxable income by federal programs, causing disqualification from programs such as WIC, purchase of care and food stamps. Increased awareness of military allowances as non-taxable income will eliminate this financial hardship on military families.

### **RECOMMENDATIONS:**

- 1. Create a memo through Army community Service (ACS) for servicemembers explaining military allowances as non-taxable income to present to local and federal agencies.**
- 2. Restructure LES to reflect taxable and non-taxable income.**
- 3. Have ACS liaison educate local and federal agency staff regarding the eligibility of military for civilian aid programs.**

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## **Fort Detrick 2005 AFAP Conference Issue #3**

### **ISSUE: Staffing at Military Personnel Division (MPD)**

**SCOPE: Personnel actions are not completed in allotted time due to staff having multiple assigned duties. MPD is not 100% staffed. Delays in administrative actions hinder career advancement and readiness of military personnel.**

### **RECOMMENDATIONS:**

- 1. Raise the GS level of vacant positions at MPD to GS-7 to attract qualified, retainable applicants.**
- 2. Hire five full time staff members to bring MPD to 100% staffing.**

Group 5 – Entitlements, Fitness Center and Military Personnel Division

## **Fort Detrick 2005 AFAP Conference Issue #4**

### **ISSUE: Military Personnel Division (MPD) Training**

**SCOPE: MPD currently has no formal mandatory military Human Resource training requirements. Limited training reduces the ability of personnel to perform their duties. A well trained staff will better serve the needs of the War Fighter.**

### **RECOMMENDATIONS:**

- 1. Require all MPD personnel to complete military, on-line Human Resource Certification training.**
- 2. Mandate, at a minimum, one staff member to attend annual Human Resource training workshops.**
- 3. Obligate MPD manager to attend annual Military Human Resource meetings at unit level.**

Group 5 – Entitlements, Fitness Center and Military Personnel Division

## **Fort Detrick 2005 AFAP Conference Issue #5**

### **ISSUE: Evening Cardio Classes at Fitness Center**

**SCOPE:** The Fitness Center does not offer classes which start after 1800. work hours of patrons do not allow them to attend earlier classes. Offering a variety of classes at later times will meet the needs of the community and increase participation.

### **RECOMMENDATIONS:**

- 1. Require current staff receive training and certification in order to teach evening classes and hire additional qualified staff.**
- 2. Conduct a post-wide survey to determine the interest (i.e. type of class and hours offered) for fitness classes after duty hours and disseminate results to units.**
- 3. Offer a variety of cardio classes beginning after 1800 based on results of survey.**

Group 5 – Entitlements, Fitness Center and Military Personnel Division

## **Fort Detrick 2005 AFAP Conference Issue #6**

### **ISSUE: Civilian Pool Fee Categories**

**SCOPE:** The civilian indoor/outdoor pool fee categories do not accurately reflect the civilian pay scale. The difference in pay between a GS-6 and a GS-7 is \$4,100.00 whereas the difference in pay greater than the difference in pay between a GS-5 and a GS-6 is approximately \$2,500.00. There is also a significant difference in pay between the GS-11 and GS-12 levels of approximately \$10,000.00 annually. This creates the need for a revised pool fee structure that is more appealing to civilians, enabling them to purchase more pool passes, thereby increasing revenue for the pools.

### **RECOMMENDATION:**

- 1. Modify indoor/outdoor pool fee categories to the following:**
  - a. First category GS-1-6.**
  - b. Second category GS-7-11.**
  - c. Third category GS-12 and above.**

Group 5 – Entitlements, Fitness Center and Military Personnel Division



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## **Group 5**

### **Five Most Valuable Services:**

1. Medical/Dental

2. ACS

3. Housing

4. Relocation Assistance

5. EFMP